

Flexible pay premia (for application to trainees on the new pay system only)

Premium	Full-time, annual value 2020	Full-time, annual value* 2021	Eligibility	Notes
Academia	£4,288	£4,374	Paid following successful completion of a higher degree and return to clinical training	Full details on eligibility criteria have been agreed by NIHR, HEE, the Department of Health and NHS Employers. See the UCEA website for a copy.
Dual qualification - OFMS	Between £2,680 and £7,146** per annum	Between £2,734 and £7,289** per annum	Payable in the NHS to oral and maxillofacial surgery trainees at ST3 and above only	As per paragraphs 42-44 of Schedule 2 of the NHS contract
Hard to fill training programmes	Psychiatry: £3,573 per annum for core training. £2,680 per annum for a 4 year higher training programme £3,573 per annum for a 3 year higher training programme. Emergency Medicine: as dual qualification above	Psychiatry: £3,645 per annum for core training. £2,734 per annum for a 4 year higher training programme, £3,645 per annum for a 3 year higher training programme. Emergency Medicine: as dual qualification above	Currently payable only to: <ul style="list-style-type: none"> • Psychiatry core trainees • Payable to Psychiatry higher trainees • Emergency medicine trainees at ST4 and above 	This is a premium to address a training programme that is currently hard to fill. The definition of a hard to fill specialty may change in future years. If it does change an individual in receipt of the payment retains their eligibility even if future cohorts do not. However, the value also stays constant; it does not increase or decrease if the value changes for future cohorts
GP	£8,789	£8,965	GP trainees in ST1, ST2, ST3, ST4 during GP placements only	Academic trainees are unlikely to be eligible for this whilst employed by an HEI as it is only payable during practice placements
Histopathology	£4,288	£4,374	Payable to trainees in ST1 and above only	

* The values of the premia could be reviewed and increased (or decreased) annually in the NHS; pay premia linked to specialties could also be ceased, or new ones created. NHS Employers will issue a pay circular as and when values are revised; which UCEA will translate into a pay Update for HEIs. Any increases linked to a general pay award would apply to all trainees currently in receipt of such an award; any other increases / changes would only apply to trainees joining the relevant training programmes after the change has been announced.

** Depending on the length of training programme. See the NHS pay circular for details.